Human Relations, Vol. 52, No. 12, 1999

Author Index to Volume 52

ANDERSON, NEIL. *Relationships Between Candidate Self-Monitoring, Perceived Personality, and Selection Interview Outcomes* 1115
ANTHONY, WILLIAM P. *An Examination of the Perceptions of Organizational Politics Model: Replication and Extension* 383
ARIELI, SHAUL. *Predicting Intentions to Report Administrative and Disciplinary Infractions: Applying the Reasoned Action Model* 947
ARYEE, SAMUEL. *An Examination of the Moderating Influence of Breadwinner Role Salience on the Pay–Life Satisfaction Relationship* 1279
ATWATER, LEANNE E. *A Longitudinal Study of the Leadership Development Process: Individual Differences Predicting Leader Effectiveness* 1543
AVOLLO, BRUCE. *A Longitudinal Study of the Leadership Development Process: Individual Difference Predicting Leader Effectiveness* 1543
BACON, NICOLAS. *The Realities of Human Resource Management?* 1179
BADHAM, RICHARD. *Politics and Organizational Change: The Lived Experience* 609
BALSER, DEBORAH B. *Resistance and Cooperation: A Response to Conflict Over Job Performance* 1029
BAR-ON, DAN. *Individualism and Collectivism in Israeli Society: Comparing Religious and Secular High-School Students* 327
BARNATT, CHRISTOPHER. *Apple Pie Thinking for the Wired Age?* 521
BARUCH, YEHUDA. *Response Rate in Academic Studies—A Comparative Analysis* 421
BEAUVAIS, LAURA L. *Work Motivation: The Incorporation of Self-Concept-Based Processes* 969
BHATNAGAR, DEEPTI. *Power and Politics in Grievance Resolution: Managing of Due Process in an Organization* 349

0018-7267/99/1200-1591$16.00/1 © 1999 The Tavistock Institute

BISSELS, THOMAS. *A Dynamic Model of Work Satisfaction: Qualitative Approaches* 999
BLAU, GARY. *Testing the Longitudinal Impact of Work Variables and Performance Appraisal Satisfaction on Subsequent Overall Job Satisfaction* 1099
BLINDE, ELAINE M. *Stigma Management Through Participation in Sport and Physical Activity: Experiences of Male College Students with Physical Disabilities* 1469
BOZEMAN, DENNIS P. *An Examination of the Perceptions of Organizational Politics Model: Replication and Extension* 383
BROWN, ANDREW D. *Narrating the Organization: Dramas of Institutional Identity [Book Review]* 539
BUCHANAN, DAVID. *Politics and Organizational Change: The Lived Experience* 609
BUNDERVOET, JAN. *Toward Less Division of Labor? New Production Concepts in the Automotive, Chemical, Clothing, and Machine Tool Industries* 67
BÜSSING, ANDRÉ. *A Dynamic Model of Work Satisfaction: Qualitative Approaches* 999
CAIRNS, ED. *The Politics of Denial, by M. A. Milburn and S. D. Conrad [Book Review]* 1225
CAMOBRECO, JOHN F. *A Longitudinal Study of the Leadership Development Process: Individual Differences Predicting Leader Effectiveness* 1543
CARLSON, DAWN S. *An Examination of the Perceptions of Organizational Politics Model: Replication and Extension* 383
CASEY, CATHERINE. *"Come Join Our Family": Discipline and Integration in Corporate Organizational Culture* 155
CHANG, EUNMI. *Career Commitment as a Complex Moderator of Organizational Commitment and Turnover Intention* 1257
CHIPLIN, BRIAN. *Corporate Governance and Control: Beyond Managerialism and Marxism* 1189
CHOI, CHONG JU. *Advantages of Groups in Market Transactions* 1563
CHONG, PATRICK K. C. *The Influence of Human Factors and Specialist Involvement on Information Systems Success* 123
CIVIN, MICHAEL A. *On the Vicissitudes of Cyberspace as Potential Space* 485
CORSUN, DAVID L. *Predicting Psychological Empowerment Among Service Workers: The Effect of Support-Based Relationships* 205

CUNNINGHAM-SNELL, NICOLE. *Relationships Between Candidate Self-Monitoring, Perceived Personality, and Selection Interview Outcomes* 1115
DAILY, CATHERINE M. *On the Use of "Intent to ..." Variables in Organizational Research: An Empirical and Cautionary Assessment* 1337
DALTON, DAN R. *On the Use of "Intent to ..." Variables in Organizational Research: An empirical and Cautionary Assessment* 1337
DARR, ASAF. *Conflict and Conflict Resolution in a Cooperative: The Case of the NIR Taxi Station* 279
DE JONGE, JAN. *Comparing Group and Individual Level Assessments of Job Characteristics in Testing the Job-Demand Control Model: A Multilevel Approach* 95
DIONNE, SHELLEY D. *A Longitudinal Study of the Leadership Development Process: Individual Differences Predicting Leader Effectiveness* 1543
DOMAGALSKI, THERESA A. *Emotion in Organizations: Main Currents* 833
EBERS, ROBERT. *The Systems Psychodynamics of a Joint Venture: Anxiety, Social Defenses, and the Management of Mutual Dependence* 697
ELLIS, SHMUEL. *Predicting Intentions to Report Administrative and Disciplinary Infractions: Applying the Reasoned Action Model* 947
ENZ, CATHY A. *Predicting Psychological Empowerment Among Service Workers: The Effect of Support-Based Relationships* . . . 205
FELDMAN, DANIEL C. *The Impact of Psychological Contract Violations on Exit, Voice, Loyalty, and Neglect* 895
FINEMAN, STEPHEN. *The Emotions of Control: A Qualitative Exploration of Environmental Regulation* 631
FREEMAN. SARAH J. *The Gestalt of Organizational Downsizing: Downsizing Strategies as Packages of Change* 1505
FUCHS, VERA. *A Dynamic Model of Work Satisfaction: Qualitative Approaches* 999
FURNHAM, ADRIAN. *Your Money or Your Life: Behavioral and Emotional Predictors of Money Pathology* 1157
GABRIEL, YIANNIS. *Beyond Happy Families: A Critical Reevaluation of the Control–Resistance–Identity Triangle* 179
GIBB, STEPHEN. *The Usefulness of Theory: A Case Study in Evaluating Formal Mentoring Schemes* 1055

GOULD, LAURENCE J. *The Systems Psychodynamics of a Joint Venture: Anxiety, Social Defenses, and the Management of Mutual Dependence* 697
GREER, KIMBERLY R. *Stigma Management Through Participation in Sport and Physical Activity: Experiences of Male College Students with Physical Disabilities* 1469
HADDLETON, EMMA. *Relationships Between Candidate Self-Monitoring, Perceived Personality, and Selection Interview Outcomes* 1115
HATCHUEL, ARMAND. *The Foucauldian Detour: A Rebirth of Organization Theory?* 507
HENDERICKX, ERIK. *Toward Less Division of Labor? New Production Concepts in the Automotive, Chemical, Clothing, and Machine Tool Industries* 67
HENDRY, JOHN. *Cultural Theory and Contemporary Management Organization* 557
HERMANS, HUBERT J. M. *Midlife Crisis in Men: Affective Organization of Personal Meanings* 1403
HILTON, BRIAN. *Advantages of Groups in Market Transactions* . . 1563
HIRSCHHORN, LARRY. *The Challenge of Integrating Psychodynamic and Organizational Theory* 683
HIRSCHHORN, LARRY. *The Primary Risk* 5
HOLLAND, RAY. *Reflexivity* 463
HUBBARD, AMY S. *Cultural and Status Differences in Intergroup Conflict Resolution: A Longitudinal Study of a Middle East Dialogue Group in the United States* 303
HUYS, RIK. *Toward Less Division of Labor? New Production Concepts in the Automotive, Chemical, Clothing, and Machine Tool Industries* 67
IVERSON, RODERICK D. *Distributive Justice Evaluations in Two Cultural Contexts: A Comparison of U.S. and South Korean Teachers* 869
JO, DONG-GI. *Distributive Justice Evaluations in Two Cultural Contexts: A Comparison of U.S. and South Korean Teachers* . . 869
JOHNSON, JONATHAN L. *On the Use of "Intent to ..." Variables in Organizational Research: An Empirical and Cautionary Assessment* 1337
JOHNSON, PHIL. *Contextualizing Business Ethics: Anomie and Social Life* 1351
KACMAR, K. MICHELE. *An Examination of the Perceptions of Organizational Politics Model: Replication and Extension* 383

KETS DE VRIES, MANFRED F. R. *Organizational Sleepwalkers: Emotional Distress at Midlife* 1377
KETS DE VRIES, MANFRED F. R. *What's Playing in the Organizational Theater? Collusive Relationships in Management* . . 745
KIRSCHENBAUM, ALAN. *Underlying Labor Market Dimensions of "Opportunities": The Case of Employee Turnover* 1233
LANDEWEERD, JAN A. *Comparing Group and Individual Level Assessments of Job Characteristics in Testing the Job-Demand Control Model: A Multilevel Approach* 95
LAU, ALAN W. *A Longitudinal Study of the Leadership Development Process: Individual Differences Predicting Leader Effectiveness* 1543
LAUTERBACH, BENI. *Internal vs. External Successions and Their Effect on Firm Performance* 1485
LEE, MONICA. *The Lie of Power: Empowerment as Impotence* . . 225
LEONARD, NANCY H. *Work Motivation: The Incorporation of Self-Concept-Based Processes* 969
LEVINE, MARK. *Rethinking Bystander Nonintervention: Social Categorization and the Evidence of Witnesses at the James Bulger Murder Trial* 1133
LIM, JUN-CHEOL. *Organizational Support in the Workplace: The Case of Korean Hospital Employees* 923
LONG, REBECCA G. *Why Study the Complexity Sciences in the Social Sciences?* 439
LONG, SUSAN. *The Tyranny of the Customer and the Cost of Consumerism: An Analysis Using Systems and Psychoanalytic Approaches to Groups and Society* 723
LOUIS, MERYL REIS. *The Migration of Organizational Functions to the Work Unit Level: Buffering, Spanning, and Bringing Up Boundaries* 25
MANO-NEGRIN, RITA. *Underlying Labor Market Dimensions of "Opportunities": The Case of Employee Turnover* 1233
MARTIN, RODERICK. *Mobilization Theory: A New Paradigm for Industrial Relations?* 1205
MARTINSONS, MARIS G. *The Influence of Human Factors and Specialist Involvement on Information Systems Success* . . . 123
MATHEWS, K. MICHAEL. *Why Study the Complexity Sciences in the Social Sciences?* 439
MCGRATH, DENNIS. *Organizational Cultures as Holding Environments: A Psychodynamic Look at Organizational Symbolism* 805

MCVICKER CLINCHY, ROSS. *The Systems Psychodynamics of a Joint Venture: Anxiety, Social Defenses, and the Management of Mutual Dependence* 697
MELAMED, SAMUEL. *The Effects of Pay Systems on Blue-Collar Employees' Emotional Distress: The Mediating Effects of Objective and Subjective Work Monotony* 1077
MERO, NEAL P. *Fair or Foul?: The Effects of External, Internal, and Employee Equity on Changes in Performance of Major League Baseball Players* 1291
MOXNES, PAUL. *Deep Roles: Twelve Primordial Roles of Mind and Organization* 1427
MUELLER, CHARLES W. *Distributive Justice Evaluations in Two Cultural Contexts: A Comparison of U.S. and South Korean Teachers* 869
NELSON, JODI BARNES. *Disaggregating the Motives Underlying Turnover Intentions: When Do Intentions Predict Turnover Behavior* 1313
NEUMANN, JEAN E. *The Challenge of Integrating Psychodynamic and Organizational Theory* 683
NICOLINI, DAVIDE. *Organizational Analysis as Deconstructive Practice [Book Review]* 545
NIENS, ULRIKE. *The Politics of Denial, by M. A. Milburn and S. D. Conrad [Book Review]* 1225
NIJHUIS, FRANS J. N. *Comparing Group and Individual Level Assessments of Job Characteristics in Testing the Job-Demand Control Model: A Multilevel Approach* 95
NILES, F. S. *Toward a Cross-Cultural Understanding of Work-Related Beliefs* 855
NORTHCRAFT, GREGORY B. *Three Social Dilemmas of Workforce Diversity in Organizations: A Social Identity Perspective* . . 1445
OKAMURA, RYO. *Your Money or Your Life: Behavioral and Emotional Predictors of Money Pathology* 1157
OLES, PIOTR K. *Midlife Crisis in Men: Affective Organization of Personal Meanings* 1403
ORR, EMDA. *Individualism and Collectivism in Israeli Society: Comparing Religious and Secular High-School Students* 327
PERRAR, KLAUS-M. *A Dynamic Model of Work Satisfaction: Qualitative Approaches* 999
SAGY, SHIFRA. *Individualism and Collectivism in Israeli Society: Comparing Religious and Secular High-School Students* . . . 327
SCHNEIDER, SHERRY K. *Three Social Dilemmas of Workforce Diversity in Organizations: A Social Identity Perspective* 1445

SCHOLL, RICHARD W. *Work Motivation: The Incorporation of Self-Concept-Based Processes* 969
SELS, LUC. *Toward Less Division of Labor? New Production Concepts in the Automotive, Chemical, Clothing, and Machine Tool Industries* 67
SHIPPER, FRANK. *Mastery, Frequency, and Interaction of Managerial Behaviors Relative to Subunit Effectiveness* 49
SHIROM, ARIE. *The Effects of Pay Systems on Blue-Collar Employees' Emotional Distress: The Mediating Effects of Objective and Subjective Work Monotony* 1077
SILVESTER, JO. *Relationships Between Candidate Self-Monitoring, Perceived Personality, and Selection Interview Outcomes* . . . 1115
SIU, KIN WAI MICHAEL. *The Escalator: A Conveyor of Hong Kong's Culture* 665
SMITH, KEN. *Contextualizing Business Ethics: Anomie and Social Life* 1351
STERN, ROBERT N. *Resistance and Cooperation: A Response to Conflict Over Job Performance* 1029
STURDY, ANDREW. *The Emotions of Control: A Qualitative Exploration of Environmental Regulation* 631
TAUB, DIANE E. *Stigma Management Through Participation in Sport and Physical Activity: Experiences of Male College Students with Physical Disabilities* 1469
TERAM, ELI. *A Case Against Making the Control of Clients a Negotiable Contingency for Interdisciplinary Teams* 263
TRIM, PETER R. J. *Management Learning: Integrating Perspectives in Theory and Practice, Edited by John Burgoyne and Michael Reynolds [Book Review]* 1217
TURNLEY, WILLIAM H. *The Impact of Psychological Contract Violations on Exit, Voice, Loyalty, and Neglect* 895
VAN BREUKELEN, GERARD J. P. *Comparing Group and Individual Level Assessment of Job Characteristics in Testing the Job-Demand Control Model: A Multilevel Approach* 95
VAN BUSKIRK, WILLIAM. *Organizational Cultures as Holding Environments: A Psychodynamic Look at Organizational Symbolism* 805
VAN HOOTEGEM, GEERT. *Toward Less Division of Labor? New Production Concepts in the Automotive, Chemical, Clothing, and Machine Tool Industries* 67
VANDENBERG, ROBERT J. *Disaggregating the Motives Underlying Turnover Intentions: When Do Intentions Predict Turnover Behavior* 1313

VARMAN, RAHUL. *Power and Politics in Grievance Resolution: Managing Meaning of Due Process in an Organization* 349
VU, JOSEPH. *Internal vs. External Successions and Their Effect on Firm Performance* 1485
WEISBERG, JACOB. *Internal vs. External Successions and Their Effect on Firm Performance* 1485
WERNER, STEVE. *Fair or Foul?: The Effects of External, Internal, and Employee Equity on Changes in Performance of Major League Baseball Players* 1291
WESTMAN, MINA. *The Effects of Pay Systems on Blue-Collar Employees' Emotional Distress: The Mediating Effects of Objective and Subjective Work Monotony* 1077
WHITE, CHARLES S. *Mastery, Frequency, and Interaction of Managerial Behaviors Relative to Subunit Effectiveness* 49
WHITE, MICHAEL C. *Why Study the Complexity Sciences in the Social Sciences?* 439
WILLSHIRE, LYNETTE. *Psychiatric Services: Organizing Impossibility* 775
WRIGHT, MIKE. *Corporate Governance and Control: Beyond Managerialism and Marxism* 1189
YAN, ALMIN. *The Migration of Organizational Functions to the Work Unit Level: Buffering, Spanning, and Bringing Up Boundaries* 25
YOON, JEONGKOO. *Organizational Support in the Workplace: The Case of Korean Hospital Employees* 923
ZHU, ZHICHANG. *The Practice of Multimodal Approaches, the Challenge of Cross-Cultural Communication, and the Search for Responses* 579